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MURRAY, W. S. *Government owned and controlled, compared with privately owned and regulated electric utilities in Canada and the United States.* (New York: National Electric Light Assoc. 1922. Pp. 223.)

REES, J. M. *Trusts in British industry, 1914-1921.* (London: King. 1922.)

The federal antitrust laws with amendments. (Washington: Supt. Docs. 1922. 10c.)

New York laws affecting business corporations; revised to May 1, 1922. Edited by J. B. R. SMITH. (New York: U. S. Corporation Co., 65 Cedar St. 1922. Pp. xxxii, 260. \$2.)

Labor and Labor Organizations

The Human Factor in Business. By B. SEEBOHM ROWNTREE. (London: Longmans, Green and Company. 1921. Pp. ix, 176. \$2.00.)

Mr. Rowntree has given us in this book both a description of the many-sided plan of industrial relations in the famous Cocoa Works at York—and a statement of his own views on many aspects of the labor problem. His viewpoint is that of the social reformer, but the personal experience on which he draws is that of a large employer and a public official in intimate contact with the problems which he discusses. His primary purpose is to describe the ways in which his company has attempted to meet the human needs of the workers and the results which have been obtained. This has led him to discuss in a general way what these needs are and how far and through what means they can be met in modern industry.

The descriptive material and much of the general discussion is arranged under the five headings of wages, hours, security of life, joint control and good working conditions. The last topic includes training of the workers, medical service, and kindered phases of "welfare work." This chapter is the longest of the book, occupying almost half of the 156 pages of text. In the determination of wages and hours, the system of employee representation within the plant is coördinated with trade-union participation in control and with the joint regulation of the whole industry by the Interim Industrial Reconstruction Committee. It is interesting to see how these three types of workers' participation in control function in relation to each other. The chapter on security of life reveals the inadequacy of the state system of social insurance and shows how it has been supplemented by contributory and non-contributory (from the workers) provision for unemployment, sick, invalidity and death benefits and old age and widows' pensions.

Mr. Rowntree presents his conclusions as to needs, ideals, and possibilities of achievement in the fields of labor conditions, control, and rewards, with modesty and open-mindedness. He is impressed by the limitations imposed by cost and by the necessity of increasing pro-

duction if the standard of living of the workers is to be raised to the level which he advocates. This comes out clearly in the conclusion that hours should not be reduced below forty-eight a week in most industries unless the reduction is necessary for the preservation of health or can be made without materially increasing the cost of production. "We are so much nearer the ideal as regards hours than wages," he writes, "that the latter should take precedence over the former where the claims of the two conflict." It is characteristic of the book that he then goes on to report that the reduction of hours to forty-four a week in his own plant was followed by no reduction in the output of the hand workers and by a pro-rata reduction for only a part of the machine tenders, whereas the effect on the health of the employees was decidedly beneficial.

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NEW BOOKS

- AMAR, J. *The human motor: the scientific foundations of labor and industry.* (New York: Dutton. 1922. \$10.)
- ANDERSON, G. J. *Labor policy in the bituminous coal industry.* (New York: Author; Curtis, Fosdick & Belknap, Woolworth Bldg. 1922. Pp. 41.)
- ASSAN, G. G. *La question du contrôle ouvrier en Italie, avec un aperçu dans les autres pays.* (Paris: Giard. 1922. Pp. 177. 10 fr.)
- BLOCH, L. *The coal miners' insecurity. Facts about irregularity of employment in the bituminous coal industry in the United States.* (New York: Russell Sage Foundation. 1922. Pp. 50. 50c.)
- BOWIE, J. A. *Sharing profits with employee; a critical study of methods in the light of present conditions.* (London: Pitman. 1922. 10s. 6d.)
- BRODA, R. *Les résultats de l'application du salaire minimum pendant et depuis la guerre.* (Bern: Ernest Bircher. 1922. Pp. 39. 10 fr.)
- CLAY, A. *Syndicalism and labour.* (New York: Dutton. 1922. \$3.)
- DREW, W. *Building and the public.* No. 51. (New York: National Assoc. of Manufacturers, 50 Church St. 1922. Pp. 23.)
- DUBLIN, L. I. and LEIBOFF, P. *Occupation hazards and diagnostic signs. A guide to impairments to be looked for in hazardous occupations.* Bureau of Labor Statistics, bull. no. 306. (Washington: Supt. Docs. 1922. Pp. 31. 5c.)
- GILCHRIST, R. N. *Conciliation and arbitration.* Bulletins of Indian industries and labor, no. 23. (Calcutta: Supt. Gov. Prtg. 1922. Pp. 237.)
- HAPGOOD, P. *In non-union mines. Diary of a coal miner in western Pennsylvania.* (New York: Bureau of Industrial Research. 289 Fourth Ave. 1922. 50c.)